

# Modern Slavery Policy

Wire Aid Management recognises that it has a responsibility under the Modern Slavery Act 2018 to take a robust approach to the prevention of slavery and human trafficking, including that of our supply chain.

We are committed to understanding potential modern slavery risks related to our business and establishing processes that are aimed at:

- Providing full and productive employment and decent work for all people, including for young people and persons with disabilities, and equal pay for work of equal value.
- Ensuring that there is no slavery or human trafficking in our own business and conducting purchasing activities in a fair, objective, and transparent manner that satisfies the requirements of accountability.
- Taking immediate and effective measures if slavery is suspected.
- Exercising due diligence when considering taking on new suppliers and undertaking reviews of our existing suppliers on a periodic basis. Our due diligence and reviews include:
  - Assessing the suppliers complete supply chain; and
  - Evaluating the modern slavery stance of each new supplier.

Our business has a zero tolerance of any threat of physical or sexual violence, harassment, or intimidation against employees and their family, or close associates. All our employees are treated fairly and equally and are not forced to work in excess of the number of hours permitted by law.

Wire Aid strives to maintain the highest standards of employee conduct and ethical behaviour of all who work for or represent us, this is made clear through our mandatory Code of Conduct training.

This policy shall be communicated to all Wire Aid employees and made available to contractors, clients and interested parties upon request.

*Adrian Marlow*

Managing Director  
01/10/2025